



Canada-New Brunswick Labour Market Agreement

Annual Plan

Fiscal Year 2012/2013

Post-Secondary Education, Training and Labour
September 2012

"The New Brunswick Department of Post-Secondary Education, Training and Labour (PETL) ensures the New Brunswick workforce is competitive by making strategic investments in people through innovative programs, services and partnerships. PETL also contributes to a fair, equitable, productive and inclusive environment in which to learn, work and live."

The Labour Market Agreement (LMA) represents an important agreement that offers the province the opportunity and flexibility to provide training opportunities and skills development to New Brunswickers who were previously unable to gain access to programs and services. It supports PETL's Adult Learning and Employment Division's mandate and assists us in meeting our goals of preparing our workforce now and for tomorrow.

The Adult Learning and Employment Division is mandated:

- To support the delivery of adult literacy and learning programs and services in partnership with the voluntary and private sectors;
- To deliver programs and services that are aimed at assisting unemployed New Brunswickers acquire the skills and employment experience necessary to secure full-time employment;
- To assist New Brunswick employers find the right individuals for their jobs;
- To help individuals and organizations find solutions to ongoing changes in the workplace created by new economic conditions.

Canada – New Brunswick Labour Market Agreement Plan Overview

Prior to the beginning of each fiscal year during the period of the Canada-New Brunswick Labour Market Agreement (LMA), New Brunswick agrees to develop and share an annual plan relating to its eligible programs and services with the Government of Canada, and make it public by October 1st. This document contains the details and strategies that the Government of New Brunswick (GNB) through PETL will pursue for the fiscal year 2012-2013.

Labour Market Trends and Challenges

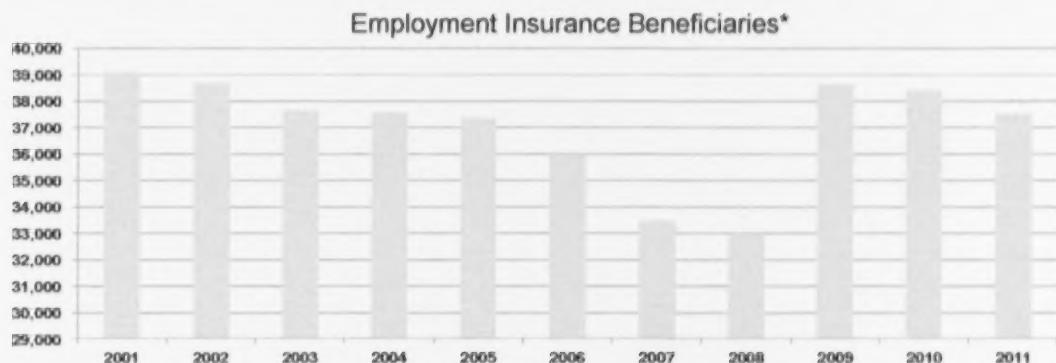
Over the course of 2011, labour market indicators in New Brunswick have been fairly weak, with employment falling and unemployment rising compared to the last couple of years. New Brunswick is still feeling the impact of the latest recession, with the economic recovery coming along slowly. Weakness in certain industries such as manufacturing have contributed to the slow pace of recovery for the New Brunswick labour market. Although public spending acted as a stimulus measure during the recession, it has been restrained significantly as governments at all levels work their way back towards balanced budgets. As in recent years, some regions of New Brunswick continue to suffer greater losses than others due to economic disparities that are both cyclical and structural in nature.

Labour market in New Brunswick has been softening: In 2011, 352,000 citizens of New Brunswick were employed, which was down 4,100 from 2010 (-1.2%), and down 7,500 from 2009 (-2.1%). Unemployment in the province reached 37,100 in 2011 (9.5%), which meant 700 more people were unemployed than in 2010, and 2,500 more people than in 2009. Also In 2011, there were 230,200 persons not in the labour force; an increase of 6,000 from 2010, and 10,400 from 2009.

In addition to the labour market data, other evidence also points to the softening of the labour market in New Brunswick, including the growing number of EI beneficiaries and increasing Social Assistance caseloads.

Employment Insurance Beneficiaries*

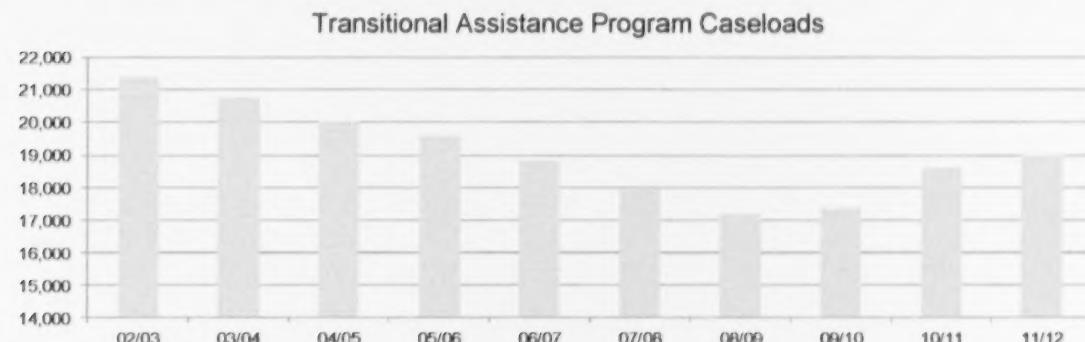
In 2011, on average, there were approximately 37,510 people drawing regular, training, job creation, self-employment, or fishing employment insurance benefits in the province, slightly lower than the 38,380 in 2010 and the 38,645 in 2009, but still significantly higher than the 32,955 in 2008.



*excludes those collecting sickness, maternity, work sharing, adoption, parental, and compassionate care benefits.

Social Assistance Caseloads

After several years of noticeable declines in the number of transitional assistance caseloads for social assistance, falling from 21,400 in the 2002/03 fiscal year to 17,200 in the 2008/09 fiscal year, there has been a noticeable increase in the number of caseloads under this program ever since. Since the 2008/09 fiscal year, the number of caseloads has risen approximately 10.6%, climbing to over 19,000 in the 2011/12 fiscal year.



The New Brunswick population is aging at a more rapid pace than the rest of the country: In the first quarter of 2012, approximately 756,030 persons resided in New Brunswick. In 2009, for the first time, there were more persons over the age of 64 (116,392) than there were young people under the age of 15 (114,392) in the province. In 2011, the median age in New Brunswick was 43.0 years of age, 3.1 years older than the median age for Canada as a whole (39.9 years). The aging population in New Brunswick has serious implications for the labour market as well as for the cost and delivery of government services.

There continues to be population migrating from rural to urban regions of the province. Over the last 5 years, pronounced population declines have occurred in the north and other rural regions of the province, while significant population increases have occurred in the south, particularly in close proximity to Moncton, Fredericton, and Saint John. In 2011, 68.6% of the province's working age population (15+) were residing in the three southern economic regions. Madawaska, Restigouche, Gloucester, and Northumberland counties have been steadily losing population since 1996.

The aging structure of the population also impacts the structure of the labour force. In 2011, there were approximately 111,600 persons in the 55-64 year old bracket compared to only 94,600 in the 15-24 year old age bracket. This is a big change from 1971, when there were just over 51,300 persons aged 55 to 64 compared to 129,000 15 to 24 year olds. This shift means that moving forward, New Brunswick will have more persons retiring than entering the labour market.

Some of the pressures on the New Brunswick labour market include significant regional disparities across the province, a prolonged downturn in some of the province's prominent industries in recent years, and stagnant private sector employment growth.

Regional disparities are increasing: With population and employment both on the rise in New Brunswick's three largest cities, regional disparities within the province are increasing. In 2011, the three southern economic regions of the province (which includes the Moncton-Richibucto, Saint John-St. Stephen, and Fredericton-Oromocto economic regions) accounted for 72.7% of all employment in the province. The two northern economic regions (Campbellton-Miramichi and Edmundston-Woodstock) only accounted for 27.3% of all employment while at the same time accounting for 40.2% of all the unemployment in the province. The three southern economic regions had a combined unemployment rate of 8.0% compared to a 13.4% unemployment rate for the two northern economic regions (the Campbellton-Miramichi economic region had the highest unemployment rate at 15.4%).

In fact, over the last 10-years (2001-2011), the three southern economic regions have added 29,300 net new jobs (23,500 of which can be found in the three largest population centres of NB - the Moncton and Saint John CMAs¹ and the Fredericton CA²), while the two northern economic regions have shed 8,300 net jobs. Over this time, the working age population in the three southern economic regions has expanded by 35,000, while in the two northern economic regions the working age population has contracted by 8,500.

There has been no new net job growth in the private sector since 2007: In recent years, net new job growth has occurred only in the public sector and among the self-employed; however, over the past two years, employment declined in both the public sector and the private sector as well as among the self-employed. The New Brunswick public sector remains a significant part of the labour market, representing 24% of real GDP (real economic output). This is above the national average (18%) and NB has the third highest public sector contribution to real GDP among all provinces in Canada.

Some industries have faced significant declines: The lack of private sector job growth is due in part to the dramatic declines some industries in New Brunswick have endured over the last number of years. Manufacturing, Business, Building & other Support Services and Agriculture have all been trending downward since 2004 and have continued to face the greatest declines over the last year or two. Manufacturing has faced both structural and cyclical losses, declining

¹ CMA - Census Metropolitan Area

² CA - Census Agglomeration

by 9,700 jobs between 2004 and 2011, including a 15% drop over the last year. Business, Building & other Support Services lost 4,400 jobs between 2004 and 2011, some of which are due to closures in customer contact centres. Agriculture has seen sharp declines in more recent years, losing 1,900 jobs between 2009 and 2011. Other industries that have been trending downward over the last number of years are: Transportation and Warehousing (down 3,000 jobs since 2005) and Forestry and Logging (down 2,100 jobs since 2004).

Some industries that have had upward trends in employment growth over the last number of years include: Construction, Public Administration and Finance, Insurance, Real Estate & Leasing. Although these industries have had the most impressive growth records since 2004, their recent performance has not been strong, with the exception of Finance, Insurance, Real Estate & Leasing which has grown by 26.4% since October 2010. Construction has seen employment fall by 12.9% since June 2010 and there has been little growth in Public Administration recently.

In other employment trends, the number of paid employees has risen over the past 7 years, and the level of wages has increased: Since 2004, the number of paid employees residing in the province has increased (1.9%) from 305,500 to 311,200. The majority (82%) were considered permanent employees (256,500), 18% (54,700) were considered to be in some form of temporary employment (Seasonal, term/contract, or casual). Only 6% (18,000) of all paid employees were considered to be employed seasonally³, despite the fact that the number of seasonal jobs was considerably higher⁴.

Older workers (60+) have dominated gains in the labour market in recent years, adding 14,200 jobs to the economy between 2004 and 2011. Many older workers are delaying retirement and staying in the workforce longer.

Also between 2004 and 2011, average weekly wages have increased by 25.7% reaching \$789.60 in 2011.

Higher employment rates among persons with higher levels of educational attainment: This trend has remained constant over the last five years and is expected to continue in the future. In 2011, the employment rate for graduates of post-secondary education (PSE) in New Brunswick was 84.5% while the employment rate for those with a high school diploma was lower at 75.1% and it was significantly lower for those with no credentials (53.5%). Similarly, those with higher levels of educational attainment had much lower rates of unemployment than those with lower levels or no educational credentials.

Educational attainment has risen significantly over time, with younger cohorts having significantly higher levels of education compared to older cohorts. Both NB and Canada are following similar trends; the number of persons with PSE is on the rise, while the number of persons without a degree, certificate or diploma is decreasing. New Brunswick (56.5%) still lags behind Canada (63.2%) in the share of the population with PSE. New Brunswick also lags behind most other provinces in the share of the population that have attained some form of PSE, with only Saskatchewan and Manitoba having fewer.

Global factors impacting the New Brunswick Labour Market: Some global factors continue to affect the New Brunswick manufacturing and export sectors such as rising energy prices and a high Canadian dollar. The Canadian dollar is expected to remain close to par with the U.S. dollar over the long-term which increases the price of New Brunswick exports to potential U.S.

³ Students and others who plan to work for a limited period of time (e.g. summer) are not considered to be employed seasonally.

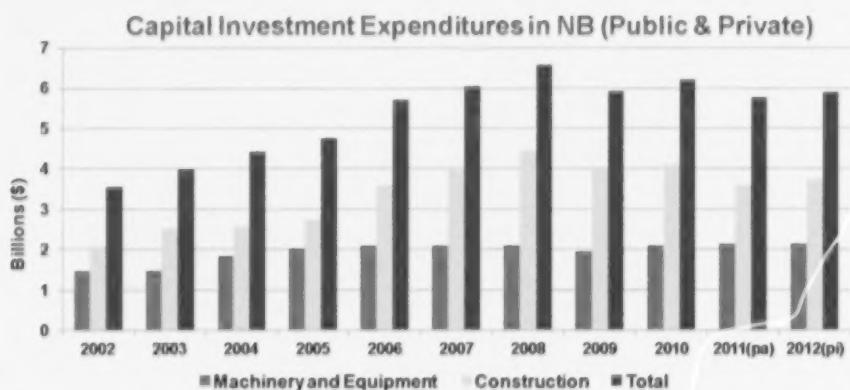
⁴ Many workers who fill seasonal jobs may not be captured in the data sources

purchasers. High energy prices have driven up the cost of transportation and production adding pressure to manufacturers to find other efficiencies and cost containment strategies within their production lines. Events in Europe, following the recession and credit crisis, have left behind uncertainty and fragile national economies, resulting in lower demand for imported goods.

The export sector is struggling: Higher production costs resulting from high energy prices along with the low demand for foreign goods, from countries still recovering from the recession, have left New Brunswick exporters in a difficult situation. The recovery in the U.S. economy has been slow and continues to be varied. Unlike many other provinces, New Brunswick has not yet reduced reliance on the US economy as a major trading partner.

Recent Economic Performance has been low: New Brunswick's economic growth was among the weakest in Canada between 2005 and 2011 and this trend is expected to continue for the next five years. With no major private sector investments projected for the immediate future, we expect employment growth to be significantly restrained in the near-term.

Capital Investments are not as strong as they were in 2008: Between 2002 and 2008, growth in Capital Expenditures was a significant contributor to economic growth in the province. Since 2008, capital expenditures have dropped to the level experienced in 2006 and 2007. Most of the decline in capital investment has been associated with declines in construction; while investments in machinery and equipment have remained fairly steady.



The outlook for New Brunswick appears to include low employment growth with employment opportunities resulting mostly from attrition: The Canadian Occupational Projection System (COPS) is forecasting little to no employment growth in net new jobs over the next 10 years in the province, averaging 0.6% employment growth between 2012 and 2015, before falling to zero growth projected between 2016 and 2020. Some unique employment opportunities may come from openings created by the significant number of people expected to retire over the next 10-20 years. Communities that have better access to key strategic infrastructure have a much better outlook than those that do not.

The occupational clusters with the best projected employment potential include: Management, Health, Information and Communication Technologies (ICT) and Engineering, and Mining. The growth in Management and Health occupations is expected as a result of the aging population. The growth projections in ICT and Engineering related occupations are a result of high demand for these skills and low enrollment in these areas. The growth projections for Mining are the result of potential for expansion if commodity prices rise, given the high level of exploration and finds that transpired in the province prior to the downturn.

LMA Priority Areas

New Brunswick has weathered the latest global recession. Moderate growth was experienced in the labour force however gains were in part-time jobs and were not enough to offset full-time job losses. Private industry is not investing in the creation of new net jobs, and public and private investments levels have declined which directly impacts our economic growth.

Our economy and labour force continues to face on-going challenges such as slow population growth, an aging population, out-migration of youth and skilled workers and relatively low levels of literacy and essential skills. The province also continues to experience a high unemployment rate. The projected economy and labour markets are expected to improve over time but we need to attract, retain and educate a highly skilled workforce. There is also a need to improve current infrastructure.

The government has recently introduced a new economic development strategy which focuses on two main areas. The first area focuses on growing and sustaining a diversified economy by investing in six sectors which are Aerospace and Defence, Biosciences, Information and Communications Technologies, Industrial Fabrication, Valued-added Food and Value-added Wood. These sectors have proven themselves to be innovative, successful and more importantly demonstrate areas of potential growth in New Brunswick as well as in the global economy. The second area focuses on continued investment to support traditional resource-based industries that employ thousands of New Brunswickers by providing them with well-paying jobs in both urban and rural areas.

The 2012-2013 LMA Plan funds have been allocated to employment programs and services that address the province's labour market requirements and support the province's economic development and labour market strategies. The province will continue to offer training and other employment supports that will assist New Brunswickers in making informed decisions about their career, training and education. The province will focus on assisting unemployed New Brunswickers form an attachment to the labour market and assist those employed individuals who require assistance to maintain and/or strengthen their attachment to the labour market. We will continue to support New Brunswickers to meet the education and skill requirements of current and potential employers that contribute to grow the economy.

Investments in improving literacy will remain a priority for the province. The annual plan will continue to invest to improve literacy including investing in Workplace Essential Skills (WES) which primarily focuses on employed individuals.

PETL will continue to focus on an employability strategy for all New Brunswickers and especially those identified as priority groups such as persons with a disability, aboriginal, older workers etc. by collaboratively working with various stakeholders to develop and manage a quality workforce.

Funding Allocation for Provincial Programs

New Brunswick has developed and implemented with the support of the Labour Market Development Agreement (LMDA), the LMA and provincial funding, programs and services that are designed to address identified labour market issues. These programs and services provide guidelines and measures to ensure that PETL clients receive effective and efficient access to training, work experience, labour market information, and supports.

LMA Funding

Under the Canada-New Brunswick LMA in 2012-2013, New Brunswick will receive \$10,954,000.00 in base funding which is to be used to provide training opportunities and skills development for residents who are unable to gain access to programs under the LMDA. Two specific sources of programs are identified within the agreement:

- 1) Employment programs for employed, unemployed and under-employed workers; and
- 2) Literacy training for low skilled workers who possess less than high school or literacy levels 1 or 2.

The following table summarizes the LMA funding for 2012-2013:

Funding	Amount
LMA Agreement	\$10.954M
Reprofile	\$1.2M
Carry-Forward*	\$2.7M
Total LMA Funding	\$14.854M

* Employment portion of carry-forward is \$1.44M and Literacy portion is \$1.251.

2012-2013 LMA Annual Plan Funding Details

EMPLOYMENT PROGRAMS

2012-2013 Allocation \$7,426,000.00

Workforce Expansion – Employer Wage Subsidy

The Employer Wage Subsidy component is a collaborative effort which brings our clients, unemployed New Brunswickers, together with employers. The program helps build employer and employee relationships to further the development of our unemployed by gaining skills which will ultimately result in long-term sustainable full-time employment.

In an effort to assist marginalized unemployed clients who are not eligible for Employment Insurance (not EI eligible), the province will use LMA funding in the Workforce Expansion program to provide wage subsidies to businesses who hire individuals from select groups. For these clients, the employer will receive an enhanced wage subsidy at 70% of the hourly wage between \$8.00 and \$10.00 for 12 weeks to 24 weeks depending on the group to which the individual belongs. The select groups include: Recent Post-Secondary Graduates, Persons with Disabilities, Aboriginals, Social Assistance Recipients, Visible Minorities, Newcomers and Older Workers.

Objectives

- To stimulate the creation of long-term employment opportunities in the private sector;
- To assist unemployed individuals secure sustainable employment;
- To stimulate the hiring of individuals from select groups in New Brunswick.

Client Eligibility

Employee:

- Must be unemployed, not EI eligible and a member of a select group; or
- Must be unemployed and not EI eligible;
- Must not be an immediate family member of the employer (spouse, child, parent, brother, sister), nor can they be an officer or a director of

the organization or a member of their immediate families.

Employer:

- Must be a private sector company, non-profit organization or First Nation;
- Must intend on retaining the individual on a full-time basis after the wage subsidy period ceases;
- Must be prepared to provide on-the-job training.

Outcomes

- Increase in the number of unemployed, non-EI individuals from select groups who become gainfully employed and self-sufficient.
- Assist employers in finding individuals to fill job vacancies.

Clients Served

- Based on an average cost per placement of \$7,040.00 (taking into consideration varying weeks and wage reimbursements for different client groups), it is anticipated that 190 unemployed non-EI eligible clients will be served through the LMA funding. Additional clients will be assisted through the LMDA.

Funding Allocated • \$1,337,979.00

Work Ability

This program provides unemployed individuals with short-term workplace opportunities, to help them develop the skills necessary to find and maintain sustainable employment. Particularly, the program targets individuals who need work exposure to overcome a barrier as identified through their employment action plan.

Objectives

- To provide unemployed New Brunswickers, who are case managed, with appropriate skills to obtain work;
- To assist unemployed New Brunswickers, who are case managed, with an opportunity for career exploration to establish a career goal;
- To provide unemployed New Brunswickers, who are case-managed and have long-term employment barriers, with work experience to help them commit to a long-term employment action plan.

Client Eligibility

- Participants must have developed an employment action plan with an Employment Counselor.

Outcomes

- Increase the number of New Brunswickers who find sustainable employment and an attachment to the labour force as a result of receiving case management and financial assistance in support of a placement intervention.

Clients Served

- We expect to be able to help as many as 84 clients through the Work Ability program.

Funding Allocated

- Based on an average cost per placement of \$5,338.00 and serving 84 clients, the total cost allocated from the LMA for this component will be \$452,025.00.

Summer Employment Experience and Development (SEED)

The SEED Program provides assistance to students and youth under three components:

- i. Summer Employment Placements (provincial program);
- ii. Student Entrepreneurship (provincial program); and
- iii. Provincial Government Co-operative Placements (CO-OP).

For the purposes of the Labour Market Agreement, the CO-OP component will use LMA funding under the SEED program. The Provincial Government Co-operative Placement component encourages placements in the public sector for students who are enrolled in a recognized college or university co-operative education program. Such programs formally integrate a student's academic studies with work experience. The usual plan is for the student to alternate periods of experience in a field related to their program of studies. CO-OP Placements occur throughout the fiscal year through three intakes (one in the summer, one in the fall and one in the winter).

Objectives	<ul style="list-style-type: none">• To provide students with work experience related to their skills and education.
Client Eligibility	<p>Client:</p> <ul style="list-style-type: none">• Students must be currently enrolled in a recognized college or university co-op program (www.cafce.ca).• Students must be attending an educational institution on a full-time basis and returning to full-time study. <p>Employer</p> <ul style="list-style-type: none">• The employer eligibility is restricted to provincial government departments, hospital corporations, universities and community colleges.
Outcomes	<ul style="list-style-type: none">• Increase the number of Co-op placements for Co-op students within the public sector;• Provide a work experience and a labour force attachment for post-secondary students within the province;• Assist in retaining post-secondary students within the province.
Clients Served	<ul style="list-style-type: none">• It is anticipated that unemployed, non-EI eligible clients will be assisted with these increased Co-op placements.
Funding Allocated	<ul style="list-style-type: none">• Based on an average cost per placement of \$7,110.00 and serving 84 clients, the total cost allocated from the LMA for this component will be \$600,000.00.

Training and Skills Development (TSD)

The focus of TSD is to support clients entering training or educational programs that will allow them to return to work or to become ready to enter the workforce. For the 2012-2013 plan this will consist of two programs – literacy upgrading and support for post-secondary training interventions.

Objectives	<ul style="list-style-type: none">• To provide case-managed individuals with access to appropriate training and educational opportunities related to current and emerging
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	<ul style="list-style-type: none">employment opportunities.To increase the number of individuals who find sustainable employment as result of receiving financial assistance in support of a training intervention.
Client Eligibility	<p>Clients deemed eligible for literacy and/or Workplace Essential Skills (WES) training at International Adult Literacy Survey (IALS) Level 2 will need to meet the following eligibility criteria:</p> <ul style="list-style-type: none">Must be unemployed and non-EI eligible;Must be lacking employability skills;Must be case managed;Must have a viable employment action plan (i.e. be able to complete literacy and WES training at IALS Level 2 – Grades 7-9 within 1 year).
	<p>Clients deemed eligible for TSD training funding will need to meet the following eligibility criteria:</p> <ul style="list-style-type: none">Must be unemployed and non-EI eligible;Must be case managed;Must have a viable employment action plan.
Outcomes	<p>Literacy Upgrading:</p> <ul style="list-style-type: none">Increase the number of individuals who finish high school, receive a General Education Development (GED) diploma, or complete literacy and WES training at IALS Level 2.Increase the number of individuals who finish high school, receive a GED diploma, or complete literacy and WES training at IALS Level 2 and subsequently enrol in post-secondary training. <p>Regular TSD Programming:</p> <ul style="list-style-type: none">Increase in the number of New Brunswickers who are gainfully employed and active labour force participants as a result of receiving financial assistance in support of a training intervention.
Clients Served	<ul style="list-style-type: none">It is anticipated that 910 eligible clients will be supported through LMA funding.
Funding Allocated	<ul style="list-style-type: none">Based upon the proportion of clients served under the 2011-2012 TSD programs, it is estimated that 910 clients could be served with the budget of \$3,282,362.00.

Employment Services – Labour Market Research and Analysis (LMRA) component of Adjustment Services

LMRA is an Adjustment Services component used to improve the capacity to deal with human resources requirements (i.e. labour force imbalances) through means such as human resource planning and research. LMRA involves the analysis of human resource supply and demand, the identification of trends and emerging issues, and the identification of skills gaps and barriers to hiring and retaining appropriate human resources.

Objectives	<ul style="list-style-type: none">To provide funding resources to a group or organization who wants to
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	undertake a very specific initiative that is assessed as likely having a positive impact on the labour market.
Client Eligibility	<ul style="list-style-type: none">• In order to receive LMRA funding a formal request must be approved by PETL. Activities under LMRA are usually not funded for individual companies but rather for associations representing sectors or a group of companies.
Outcomes	<ul style="list-style-type: none">• Outcomes are determined on a case-by-case basis as per each objective of individual contracts.
Clients Served	<ul style="list-style-type: none">• N/A
Funding Allocated	<ul style="list-style-type: none">• PETL has allocated \$550,000.00 to provide funding for Adjustment Services throughout the province on an 'as needed' basis.

Administration

Implementation and monitoring of the LMA plan requires additional resource allocations to ensure the programs and services are developed and delivered efficiently. It is also essential that we evaluate the effectiveness of these programs to our clients, to our partners, and to our service providers to ensure that we achieve the highest level of client satisfaction and effectiveness.

Centrally funding for LMA Evaluation work being carried out will be allocated to cover the costs of the contractor conducting the work. (\$125,000.00)

Centrally and regionally funding will be allocated to hire staff to work with Social Assistant Recipient (SAR) clients to transition those clients to training. This will include the an LMA Business Data Analyst (\$888,634.00).

Regionally, professional development of the employment counsellors will be allocated to ensure our clients continue to receive the highest quality of service (\$40,000.00).

In order to collect and report the required information as detailed within the LMA Agreement PETL must support an effective information management system that will allow access to our staff and service providers. An allocation will be made for technical changes and upgrades. (\$150,000.00)

Funding Allocated - \$1,203,634.00

COMMUNITY ADULT LEARNING SERVICES**2012-2013 Allocation \$7,428,000.00**

The focus of Community Adult Learning Services (CALS) is on providing adults the skills needed for further training or employment.

Services have two objectives:

- Provide adults with low literacy skills and/or formal credentials deficits access to appropriate training and educational opportunities;
- Increase the employability of adults who have low literacy and essential skills and/or lack formal credentials.

The Province through PETL offers adult learning and literacy training (grade levels 1-9, GED preparation and digital literacy training) through the Community Adult Learning Network (CALNet) – 12 incorporated non-profit regional organizations with the mandate to deliver community adult learning and literacy services throughout the province.

Workplace Essential Skills (WES) training was introduced/developed in 2009-10 and is now being provided throughout the province. WES training, based on Human Resources and Skills Development Canada's (HRSDC) nine essential skills, provides an accelerated pathway of training for lower skilled, lower educated adults who need to improve their overall competencies to increase their employment prospects or employment retention. The alternative pathway is built on an approach that uses Prior Learning Assessment and Recognition (PLAR), competency based training and a workplace placement for employable learners.

Literacy and WES Training

Community Adult Literacy Training

Given the challenges that the province is facing with literacy levels, through the use of LMA funding, the province will continue to support provision of community adult literacy training (grade levels 1-9, GED preparation and digital literacy training) to employable clients.

The LMA funding will be used to maintain the province's support for community adult literacy training to include employable clients who are not EI/Reachback.

Objective	<ul style="list-style-type: none">• To increase literacy skill levels by providing literacy training
Client Eligibility	<ul style="list-style-type: none">• Must be employable and non-EI eligible;• Must have literacy skills deficits.
Outcomes	<ul style="list-style-type: none">• Increase the number of individuals who receive a GED diploma, or complete literacy training at IALS Level 2 and complete digital literacy training.• Learners who utilize literacy training to gain employment or continue to other training.
Clients	<ul style="list-style-type: none">• It is anticipated that 1400 employable, non-EI eligible clients will

Served	be provided literacy training under the LMA.
Funding Allocated	<ul style="list-style-type: none">Based on an average cost of \$2,700.00 per client, the funds allocated to training costs under this component from the LMA in 2012-2013 is \$3,780,000.00.

Workplace Essential Skills (WES)

Given the challenges the province faces with low literacy and essential skill levels of the existing workforce, the province will continue to deliver the WES Program. The Service Delivery Model includes:

WES Central Office Team that manages and coordinates the overall program and provides support to the WES Regional Teams and explores opportunities to enhance capacity through provincial partnerships.

WES Centers of Excellence (2) located in Saint John and Bathurst that provide expertise related to the development of learning content and tools (occupational profiling, PLAR, curriculum, measurement and evaluation) and provide leadership related to trainer training capacity.

Regional WES Teams that coordinate delivery of regional WES training by working with employers and/or community partners in the development of WES training initiatives to ensure appropriate monitoring and evaluation and promote the WES Program at the regional level through networking and local marketing.

The WES Program provides learners and employers the following services:

- Workplace Needs Assessment
- Learner Needs Assessment/ Prior Learning Assessment (PLA)
- Individualized WES Learning Plan
- Customized training
- Learner Post-Assessment

Funding will be assigned to the WES Program to assist clients with the following:

- Workplace Essential Skills (WES): reading, document use, numeracy, writing, oral communication, working with others, computer use, continuous learning and thinking skills.

Objectives	<ul style="list-style-type: none">• Improve adult literacy and essential skills levels in the province, especially employed individuals.• To increase skills levels/employability by providing WES training.
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Client Eligibility	<ul style="list-style-type: none">• Non-EI eligible employable or employed individuals who have low levels of literacy and essential skills
Outcomes	<ul style="list-style-type: none">• Increase the literacy and essential skills of employable and employed individuals.• Increase in the number of employers/workplaces offering literacy and essential skills training to the target client group.
Clients Served	<ul style="list-style-type: none">• It is anticipated that more than 1000 learners will receive WES services in collaboration with approximately 60 employers.
Funding Allocated	<ul style="list-style-type: none">• 2,791,000.00.

Learning Support for Apprentices

The needs of the labour market are shifting as our society's demographics shift, creating the need for a broader target population of potential apprentices/employees. This shift is resulting in changes observed in the needs of Apprenticeship and Occupational Certification (AOC) clients.

According to Learning Disabilities literature, 10% of the population has a learning disability. It is recognized/assumed that AOC clients likely surpass the 10% statistic, but not all learning issues are a result of a learning disability. Often there is a learning gap, attrition in learning, lack of good study skills, and/or exam anxieties that prohibit success.

LMA funding will be utilized to assess and provide appropriate learning supports to identified apprenticeship clients with skills deficits.

Objective	<ul style="list-style-type: none">• Provide specialized support to facilitate appropriate learning progression and success.
Client Eligibility	<ul style="list-style-type: none">• Employed individuals who are registered apprentices or trade qualifiers in designated trades in NB who have learning gaps or learning disabilities.
Outcomes	<ul style="list-style-type: none">• Increase the number of apprentices and trade qualifiers who receive timely learning assessments.• Increase the number of apprentices that receive needed intervention services for learning gaps and learning disabilities.• Decrease in the number of perpetual apprentices.• Increase exam and certification success rates of marginal apprentices and trade qualifiers.
Clients Served	<ul style="list-style-type: none">• It is anticipated that approximately 450 individuals based on an average cost of \$600 will receive learning support services (plus coordination costs).
Funding Allocated	<ul style="list-style-type: none">• \$ 350,000.00.

Skills Development Support – NB Public Libraries Services

Adult Literacy Collection - Allocation of LMA funds to support the purchase of library materials for adult learners and adult literacy. Funds also support the purchase of library materials on topics related to essential skills and employability that could be of particular interest to adult learners. Examples of topics include: resume writing, interview preparation, job searching, career counselling, career information, skills development, career planning and entrepreneurship.

Funding Allocated - \$100,000.00

Program Administration

Implementation and monitoring of the above LMA activities requires administrative resource allocations to ensure the programs and services are developed and delivered efficiently. It is essential that we monitor and evaluate the effectiveness of these programs to our clients, to our partners, and to our service providers to ensure that we achieve the highest level of client satisfaction and effectiveness. In order to collect and report the required information as detailed within the LMA agreement, PETL's Community Adult Learning Services Branch must develop and support an effective information management system.

Funding Allocated - \$407,000.00

Stakeholder Engagement**Consultation Exercise**

The Annual Plan outlines the priorities for LMA funds for 2012-13. This section will provide an overview of consultations that lead to the decisions made on how to best allocate the LMA funds for this fiscal year and act as a guide for the years following.

The government of New Brunswick and this Department are committed to engaging citizens and stakeholders in creating the direction and focus of government interventions. This plan is the result of consultations held throughout the previous year both in a formal and informal setting. We understand the responsibility of the effective management of the LMA funds and have the mandate and desire to ensure that it is spent to provide the best outcome for all of our clients.

Consultations have occurred both within the province and throughout the country as we strive to examine all opportunities and leverage best practices. Throughout the life of this plan we will continue to meet with our stakeholders and colleagues to ensure that we meet the LMA goals and exceed them.

Internal and interdepartmental consultations continuously take place as New Brunswick strives to maximize its labour force to meet challenges of today's labour market and into the future. These consultations have taken place through formal and informal meetings, working groups, and strategic planning processes (that have led to an Adult Literacy Strategy and a draft Workplace Essential Skills Strategic Plan).

PETL has also received input from all of the Divisions within the Department. Effective service delivery can only be accomplished by the inclusion and awareness of all aspects of this Department.

PETL's regional and satellite offices across the province play an important role in these consultations, working to identify best practices and gaps in programs and services to many clients everyday. Our Regional Directors and staff live in the communities in which they work. They are committed to improving the economic situation in those communities and their consultations are regular and ongoing with stakeholders in their cities, towns and villages. Consultations with their regional partners include Enterprise Networks, Regional Development Corporation, organizations working for underrepresented groups like the Canadian National Institute for the Blind (CNIB), Multicultural Associations, Aboriginal communities and private skills training operators.

We have received input into the plan through other government plans and priorities which were developed and continue to be validated by stakeholders. Examples include:

- The Poverty Reduction Strategy
- The Action Plan to Transform Post-Secondary Education
- An Employment Action Plan for Persons with a Disability in New Brunswick

PETL has excellent working relations with its partners and has benefited from the expertise of these stakeholders and more:

- Human Resources and Skill Development Canada
- Local Service Canada Offices
- Social Development
- Post-Secondary Education Institutions
- Employers
- Invest NB
- Community Business Development Corporations
- Community Economic Development Agencies

The commitment is in place to ensure that PETL staff continues to work closely with inter-governmental and external stakeholders to ensure that LMA funds provide appropriate services to our clients that meet the provincial and departmental strategies.

Appendix 1: Profile of New Brunswick's Labour Force

Population Trends

In 2011, Statistics Canada estimated New Brunswick had a population of 755,455, and according to one of the latest population models, New Brunswick is only projected to grow slightly over the next quarter of a century. While different models vary slightly, declining birth rates and an expanding older population all point to a declining population. According to the population model used in the preparation of this report, New Brunswick's population is expected to peak at approximately 766,200 persons in 2032.

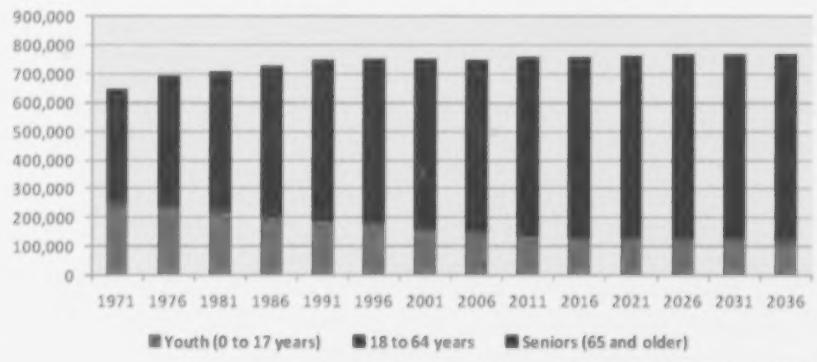
The structure of the New Brunswick population has shifted over the last 40 years. In simple terms, the senior cohort has been steadily increasing while the youth cohort has been steadily decreasing. This trend is expected to continue as can be seen in Graph 1. When New Brunswick eventually reaches the forecasted peak, an aging population means that both the actual number and proportion of persons 18-64 will also shrink. This combination of trends that gives way to both a shrinking and aging workforce, places New Brunswick in a vulnerable position.

New Brunswick's population is now older than the Canadian average. The New Brunswick median age in 2011 was 43.0 years whereas the median age for Canada was 39.9 years.

To understand and describe this population structure, a measure called the *Dependency Ratio* is used. Dependency ratios are based on the idea that "youth" under the age of 18 are more likely to be dependents, and "seniors" over 65 are more likely to be retired. Youths (through educational spending) and seniors (through retirement and health related services) tend to require a larger proportion of government supports than the 18 to 64 year old group. When numbers of "youth" or "seniors" are weighed against numbers of persons between 18 and 64, these ratios allow for easier comparison of changing population structures over time.

At first glance, the New Brunswick dependency ratio doesn't appear to be changing much. Between 2001 and 2011, the total dependency ratio dropped only slightly. However, the total dependency ratio masks a major shift in the population where youth proportions are dropping quickly, and are being replaced by senior age groups. In relation to Canadian average ratios, the New Brunswick youth component is smaller and the New Brunswick senior component is larger.

Graph 1: Age Distribution of the NB Population
1971-2011 Population Estimates and 2012-2036 Projections

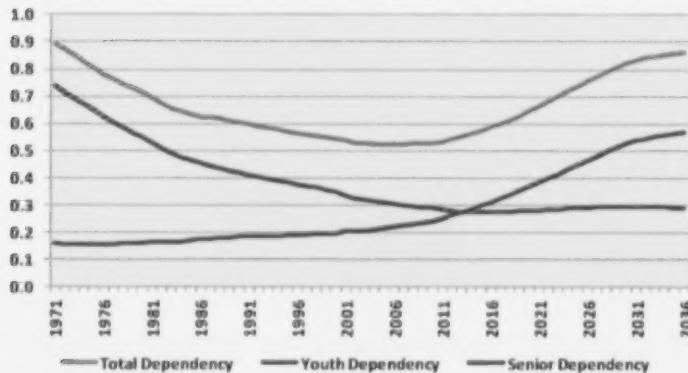


SOURCE: STATISTICS CANADA, CANSIM TABLES 051-0001 AND 051-0002

New Brunswick Population Trends: Source: Statistics Canada, CANSIM Table 051-0001						Canada
Years	1971	1981	1991	2001	2011	2011
Total Population	642,471	706,438	745,567	749,801	755,455	
Median Age	23.9	28	32.9	38.2	43	39.9
Total Dependency Ratio	0.894	0.694	0.597	0.537	0.534	0.527
Youth dependency	0.736	0.529	0.412	0.333	0.285	0.307
Senior dependency	0.158	0.165	0.185	0.204	0.249	0.22

Another way to view this situation is to examine changing dependency ratios over time. The graph below shows dependency ratios for the same data as presented in the bar graph in Graph 1.

Graph 2: New Brunswick Dependency Ratios 1971-2011
Population Estimates and 2012-2036 Projections



Source: Statistics Canada, CANSIM Tables 051-0001 and 052-0005

In the 1970's, the senior population was relatively small compared to the total population, so the dependency ratio was also small. Youth in that timeframe were relatively large compared to the 18 to 64 years age cohort, so the dependency ratio was quite large. Now in 2012, New Brunswick finds itself at a demographic crossroads. The children of the post-war era (1946-1965) are currently entering the senior age cohort, and since there were such large numbers of baby-boom children, pending increases to the senior dependency ratio will be dramatic over the next 25 years. This creates significant challenges for economic growth in the province as the working age labour force shrinks and the demand for healthcare and social services for seniors intensifies.

Calculating Population Dependency Ratios

"Youth" = Persons aged 0-17 Years

"Core group" = Persons 18 - 64 Years

"Senior" = Persons aged 65+ Years

Total Dependency Ratio = $(\text{Youth} + \text{Senior}) / \text{Core group}$

Youth Dependency Ratio = $\text{Youth} / \text{Core Group}$

Senior Dependency Ratio = $\text{Senior} / \text{Core Group}$

In 2011, the New Brunswick Dependency Ratio was 0.534. This means that for every person of working



Key Labour Force Statistics for New Brunswick (15 years and older)

Annual Averages: Source: Statistics Canada, CANSIM Table 282-0002

	2010	2011	+/-	% change
Working Age Population	616,800	619,400	2,600	0.4%
Labour Force	392,500	389,200	-3,300	-0.8%
Employed	356,100	352,000	-4,100	-1.2%
Unemployed	36,400	37,100	700	1.9%
Not in labour force	224,200	230,200	6,000	2.7%
Unemployment Rate	9.3%	9.5%	+0.2 p.p.	
Participation Rate	63.6%	62.8%	-0.8 p.p.	
Employment Rate	57.7%	56.8%	-0.9 p.p.	

p.p. = percentage point

- In 2011, there were roughly 389,200 persons actively participating in the labour force, 3,300 fewer than 2010.
- During 2011, approximately 352,000 New Brunswickers were employed, 4,100 fewer than in 2010.
- Over 2011, there were around 37,100 persons unemployed in the province, 700 more than 2010. The unemployment rate was 9.5%, 0.2 percentage points higher than 2010.
- In 2011, there 6,000 more persons that would have been considered not in the labour force (230,200) when compared to 2010 (224,200).

Year-to-date Figures: Source: Statistics Canada, CANSIM Table 282-0087

New Brunswick	2011 (Jan-Apr)	2012 Year to date (Jan-Apr)	+/-	% change
Working Age Population	618,775	620,400	1,700	0.3%
Labour Force	390,600	390,200	-400	-0.1%
Employed	353,025	351,500	-1,500	-0.4%
Unemployed	37,600	38,700	1,100	2.9%
Not in labour force	228,175	230,200	2,000	0.9%
Unemployment Rate	9.6%	9.9%	+0.3 p.p.	
Participation Rate	63.1%	62.9%	-0.2 p.p.	
Employment Rate	57.1%	56.7%	-0.4 p.p.	

- So far this year (Jan-Apr 2012), New Brunswick's labour force stands at 390,200, which means there are 400 fewer people actively participating in the labour force when compared to the same period last year (Jan-Apr 2011).
- So far this year (Jan-Apr 2012), there were 351,500 people working, 1,500 fewer when compared to the same period last year (Jan-Apr 2011).
- So far this year (Jan-Apr 2012), there was approximately 38,700 people unemployed and actively seeking work, 1,100 more when compared to the same period last year (Jan-Apr 2011). The unemployment rate has hovered around 9.9%, 0.3 percentage points higher than the same time last year (Jan-Apr 2011).
- So far this year (Jan-Apr 2012), the number of persons not in the labour force has risen by another 2,000.

The Urban / Rural divide: Source: Statistics Canada, CANSIM Table 282-0119

- In 2011, the majority of New Brunswick's working age population (58.5%) was found in one of the urban population centres of the province.
- The majority of New Brunswick's labour force (61.1%) resides in one of the urban population centres of the province. In 2011, urban New Brunswick had a 65.6% labour force participation rate compared to 58.9% labour force participation rate in rural New Brunswick.
- The majority of employment in the province (62.5%) is located in one of the urban population centres of the province. In 2011, urban New Brunswick had a 60.7% employment rate compared to a 51.4% employment rate for rural New Brunswick.
- In 2011, 52.0% of all unemployment was found in rural New Brunswick, while only 38.9% of all the labour force was found there. This is why rural New Brunswick had a 12.7% unemployment rate compared to 7.5% for urban New Brunswick.
- In 2011, 411 out of every 1,000 people in rural New Brunswick were classified as being not in the labour force, whereas only 344 out of every 1,000 persons living in urban New Brunswick were classified as being not in the labour force.

Notes:

Census metropolitan areas and census agglomerations are large urban areas (known as urban cores) together with adjacent urban and rural areas (known as urban and rural fringes) that have a high degree of social and economic integration with the urban cores. A census metropolitan area (CMA) has an urban core population of at least 100,000 and a census agglomeration (CA) has an urban core population between 10,000 and 99,999 based on the previous census.

Urban New Brunswick is comprised of all census metropolitan areas and census agglomerations found in the province. This includes the Moncton and Saint John CMA's and the Fredericton, Bathurst, Edmundston, Miramichi, and Campbellton CA's. Rural New Brunswick is comprised of all non-census metropolitan areas and non-census agglomerations.

Sub-Regional Statistics Source: Statistics Canada, CANSIM Tables 282-0002, 282-0110, and 282-0015

The three largest population centres in northern New Brunswick

	Bathurst CA	Edmundston CA	Miramichi CA	Combined	New Brunswick
Working Age Population	26,200	16,800	9,800	52,800	619,400
The Labour Force	16,000	9,600	6,100	31,700	389,200
Employment	14,600	8,900	5,100	28,600	352,000
Unemployment	1,400	800	1,000	3,200	37,100
Not in labour force	10,300	7,100	3,600	21,000	230,200
The Unemployment Rate (%)	8.8	6.4	16.4	10.1	9.5
The Participation Rate (%)	61.1	69.3	62.2	60.0	62.8
The Employment Rate (%)	55.7	64.9	52.0	54.2	56.8

Source: Statistics Canada, CANSIM Tables 282-0002 and 282-0015

- In 2011, the three largest population centres in northern New Brunswick comprised only 8.1% of the New Brunswick labour force, 8.1% of all employment in the province, 8.6% of all unemployment, and 9.1% of all the persons not in the labour force. The three largest population centres in northern New Brunswick have a combined unemployment rate of 10.1%, which was 0.6 percentage points higher than the provincial rate.

The three largest population centres in southern New Brunswick

	Moncton CMA	Saint John CMA	Fredericton CA	Combined	New Brunswick
Working Age Population	115,100	106,200	78,300	299,600	619,400
Labour Force	77,200	69,200	54,300	200,700	389,200
Employment	71,400	64,700	50,800	186,900	352,000
Unemployment	5,800	4,500	3,500	13,800	37,100
Not in labour force	37,900	37,000	6,400	81,300	230,200
Unemployment Rate (%)	7.5	6.5	6.4	6.9	9.5
Participation Rate (%)	67.1	65.2	69.3	67.0	62.8
Employment Rate (%)	62.0	60.9	64.9	62.4	56.8

Source: Statistics Canada, CANSIM Tables 282-0002, 282-0110, and 282-0015

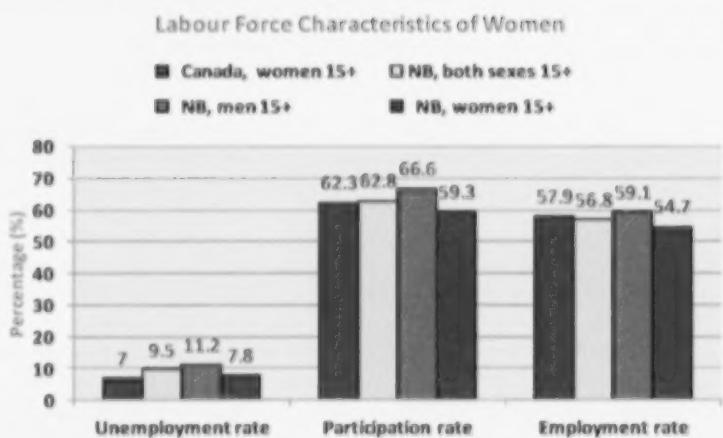
- In 2011, the three largest population centres in southern New Brunswick comprised 51.6% of the New Brunswick labour force, 53.1% of all employment in the province, but only 37.2% of all unemployment, and 35.3% of all the persons not in the labour force. The three largest population centres in southern New Brunswick have a combined unemployment rate of 6.9%, which was 2.6 percentage points lower than the provincial rate.

Women (15 years and older)

Sources: Statistic Canada, CANSIM Tables 282-0002, 282-0004 and 282-0070

- Women have a lower labour force participation rate than men in New Brunswick (59.3% compared to 66.6%) and across Canada (62.3% compared to 71.5%).
- Women have a lower employment rate than men in New Brunswick (54.7 compared to 59.1%) and across Canada (57.9% compared to 65.9%).
- Women have a lower unemployment rate than men, both in New Brunswick (7.8% compared to 11.2%) and across Canada (7.0% compared to 7.8%).
- Part-time work accounts for a larger share of women's employment (23.1%) in New Brunswick than men's (9.6%). The proportion of women's employment made up by part-time work is lower in New Brunswick (23.1%) than for all of Canada (26.8%).
- Women and men in New Brunswick have similar levels of educational attainment; however, women have a somewhat lower share of individuals with less than a high school diploma (23.9%) than men (26.8%) and a somewhat higher share of PSE certificates, diplomas or degrees (48.7% and 45.4% respectively).
- The average annual wage for women working full time, full year is \$38,586.60, compared to \$46,008.04 for men. The average annual wage for women working part time, full year is \$13,606.32, compared to \$11,059.36 for men.

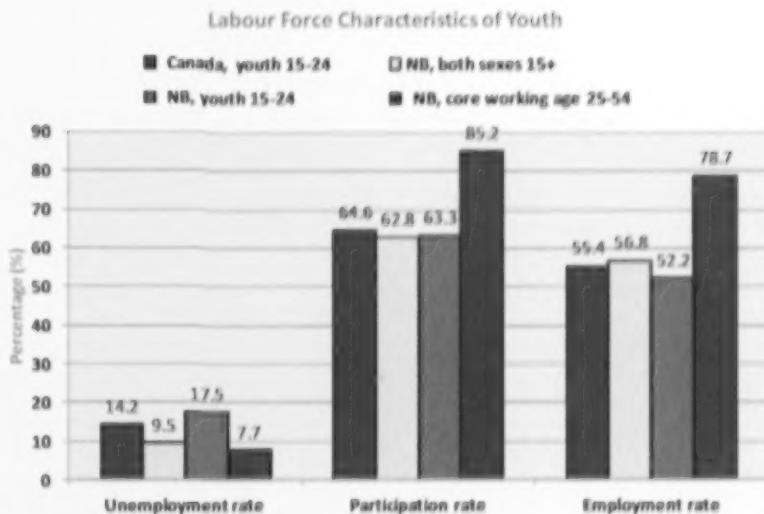
	NB women, 15+	NB men, 15+
Population	319,600	299,800
Labour force	189,500	199,700
Employment	174,700	177,300
Full-time employment	134,400	160,300
Part-time employment	40,400	17,000
Unemployment	14,700	22,400
Not in labour force	130,100	100,100
Unemployment rate (%)	7.8	11.2
Participation rate (%)	59.3	66.6
Employment rate (%)	54.7	59.1



Youth (15-24)

Sources: Statistic Canada, CANSIM Tables 282-0002, 282-0004 and 282-0070

- Youth in New Brunswick have a much higher unemployment rate (17.5%) than the working age population (15+) in the province (9.5%) and a higher unemployment rate than youth across Canada (14.2%).
- New Brunswick youth have a slightly higher participation rate (63.3%) than the working age population (15+) in New Brunswick (62.8%); however, they have a lower employment rate (52.2% compared to 56.8%).
- The labour force characteristics of the core working age population (25-54) are generally better (i.e. higher employment, lower unemployment, etc.) than for youth (15-24).
- Youth employment accounts for 13.6% of all employment in New Brunswick, and 14.7% of the total working age population.
- The majority of youth who work are employed on a full-time basis; however, the proportion working part-time (40.9%) is higher than many other groups.
- The share of youth with a high school diploma (21.8%) as their highest level of schooling is similar to the core working age population (22.0% of those 25-54).
- The share of youth (41.1%) with some post-secondary education or a post-secondary certificate, diploma or bachelors degree¹ is much lower than the 60.5% of the core working age population (those 25-54) that have the same credentials.
- New Brunswick youth have similar levels of educational attainment as youth in Canada.
- The average annual wage for youth is \$19,617.52, compared to \$41,770.04 for the core working age population (25-54).



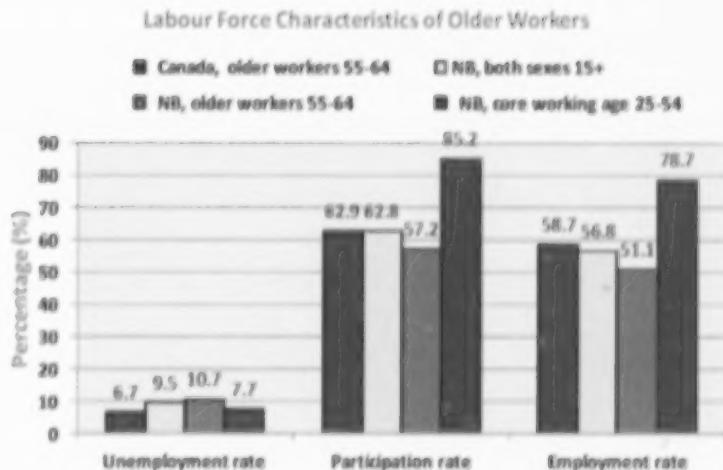
	NB Youth, 15-24	NB, total 15+
Population	91,300	619,400
Labour force	57,800	389,200
Employment	47,700	352,000
Full-time employment	28,200	294,700
Part-time employment	19,500	57,400
Unemployment	10,100	37,100
Not in labour force	33,400	230,200
Unemployment rate (%)	17.5	9.5
Participation rate (%)	63.3	62.8
Employment rate (%)	52.2	56.8

¹ Given most 15-24 year olds have not had the time to complete a graduate degree; graduate degrees were not included in this analysis.

Older Workers (55-64)

Sources: Statistic Canada, CANSIM Tables 282-0002, 282-0004 and 282-0070

- Older workers in New Brunswick have a lower employment rate (51.1%) and participation rate (57.2%) than older workers across Canada or the working age population (15+) of New Brunswick.
- There are large gaps in participation (28% pts.) and employment (27.6% pts.) rates between older workers and the core working age population (25-54) in New Brunswick.
- The majority of older workers are employed full-time, while 15.0% work part-time.
- The share of older workers with less than a high school diploma (27.3%) is somewhat higher than that of the working age population (25.3%), and the share of older workers with a high school diploma is slightly lower (19.6% compared to 20.0%).
- The share with some PSE is lower for older workers than the working age population (4.6% and 7.7% respectively) and the share of older workers with a PSE certificate, diploma or degree (48.5%) is considerably lower than the core working age population, 25-54 (59.4%).
- Persons 55 and older have an average annual wage of \$38,772.24, slightly lower than the core working age population, 25-54 (\$41,770.04).



	NB Older Workers, 55-64	NB total working age 15+
Population	109,800	619,400
Labour force	62,800	389,200
Employment	56,100	352,000
Full time employment	47,700	294,700
Part-time employment	8,400	57,400
Unemployment	6,700	37,100
Not in labour force	47,000	230,200
Unemployment rate (%)	10.7	9.5
Participation rate (%)	57.2	62.8
Employment rate (%)	51.1	56.8



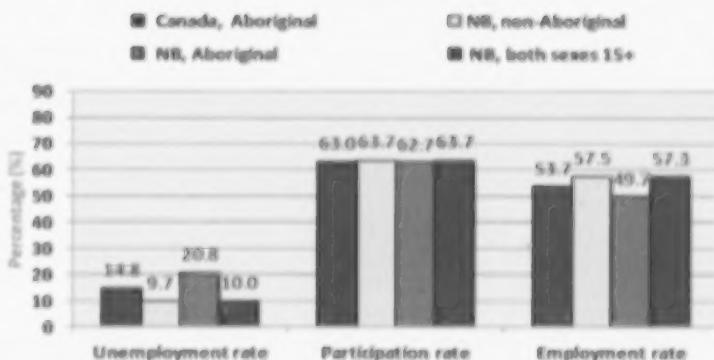
Aboriginal People

Source: 2006 Census

- Aboriginal people comprise 2.4% (17,655) of New Brunswick's population (2006).
- In New Brunswick, Aboriginal people (20.8%) have a much higher unemployment rate than the non-Aboriginal population (9.7%), even though the participation rates of the two groups are almost equal.
- It is clear that Aboriginal people face barriers to employment that extend beyond barriers to increasing labour force participation.
- New Brunswick's Aboriginal population has higher unemployment (20.8% compared to 14.8%) rate and lower employment rate (49.7% compared to 53.7%) than the national rates for these measures.
- In New Brunswick, Aboriginal people have a much larger share of individuals with less than a high school diploma (39.2%) than the non-Aboriginal population (29.2%).
- Aboriginal people have a lower share with high school diplomas (21.0% compared to 26.1%).
- Aboriginal people in New Brunswick have a larger proportion of Apprenticeship / Trades Certificates (14.6%) than the non-Aboriginal population (10.7%), and the attainment of a college certificate or diploma is similar between Aboriginals and non-Aboriginals (16% and 17.6% respectively).
- There is a significant gap in the attainment of university certificates, diplomas or degrees between Aboriginal people (9.1%) and the non-Aboriginal population (16.4%).
- The average annual income for Aboriginal people in the province is \$19,549, compared to \$28,643 for non-Aboriginals.



Labour Force Characteristics of Aboriginals



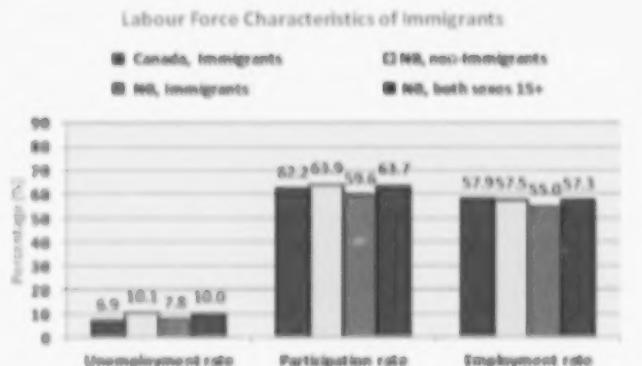
	NB, Aboriginal	NB, non-Aboriginal
Population	13,200	588,220
Labour force	8,280	374,685
Employment	6,555	338,215
Unemployment	1,720	36,475
Not in labour force	4,920	213,535
Unemployment rate (%)	20.8	9.7
Participation rate (%)	62.7	63.7
Employment rate (%)	49.7	57.5

Immigrants

Source: 2006 Census

- In 2006, there were 26,400 immigrants residing in New Brunswick; 24,605 of those are part of the working age population (15+).
- In New Brunswick, immigrants lag behind the non-immigrant population in participation and employment rates; however, immigrants have a lower unemployment rate than the non-immigrant population in New Brunswick.
- The labour force characteristics of immigrants in New Brunswick are similar to those for immigrants across Canada.
- In New Brunswick, the share of immigrants (17.3%) with less than a high school diploma is smaller than the share of the non-immigrant population (30.0%).
- The proportions of those with high school diplomas, trades certificates and college diplomas are similar between immigrants and non-immigrants.
- A much larger share of the immigrant population (32.1%) in New Brunswick has a university certificate, diploma or degree, compared to the non-immigrant population (15.4%).
- The average income for immigrants in the province is \$32,607, which is higher than non-immigrants (\$28,313).

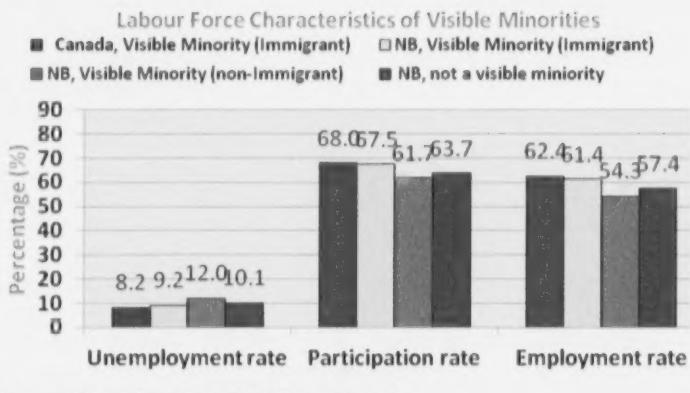
	NB, Immigrants	NB, non-Immigrants
Population	24,605	574,550
Labour force	14,665	367,235
Employment	13,520	330,300
Unemployment	1,140	36,930
Not in labour force	9,945	207,315
Unemployment rate (%)	7.8	10.1
Participation rate (%)	59.6	63.9
Employment rate (%)	54.9	57.5



Visible Minorities²

Source: 2006 Census

- In New Brunswick, visible minorities who are immigrants have stronger labour market characteristics than non-visible minorities, while visible minorities who are not immigrants have slightly weaker employment, participation and unemployment rates than non-visible minorities.
- The labour force characteristics of immigrant visible minorities in New Brunswick are on par with visible minority immigrants from the rest of Canada.
- In New Brunswick, non-immigrant visible minorities have lower employment rates and higher unemployment rates than non-visible minorities and than immigrant visible minorities.
- The proportion of individuals with less than a high school diploma in New Brunswick is much lower for visible minorities (18.5%) and immigrant visible minorities (14.2%) than non-visible minorities (29.6%).
- Visible minorities (25.5%) have a similar share of persons with a high school diploma as their highest level of schooling than non-visible minorities (26.0%), immigrant visible minorities have a smaller share (18.3%).
- The share of visible minorities (38.6%) and immigrant visible minorities with a university credential is much higher (53.0%) than non-visible minorities with a university certificate, diploma or degree (15.9%).



	NB, Visible Minority, immigrant	NB, Visible Minority, non-immigrant	NB, non-visible minority
Population	5,130	3,505	591,455
Labour force	3,465	2,160	376,865
Employment	3,150	1,900	339,290
Unemployment	320	260	37,580
Not in labour force	1,660	1,345	214,590
Unemployment rate (%)	9.2	12	10
Participation rate (%)	67.5	61.6	63.7
Employment rate (%)	61.4	54.2	57.4

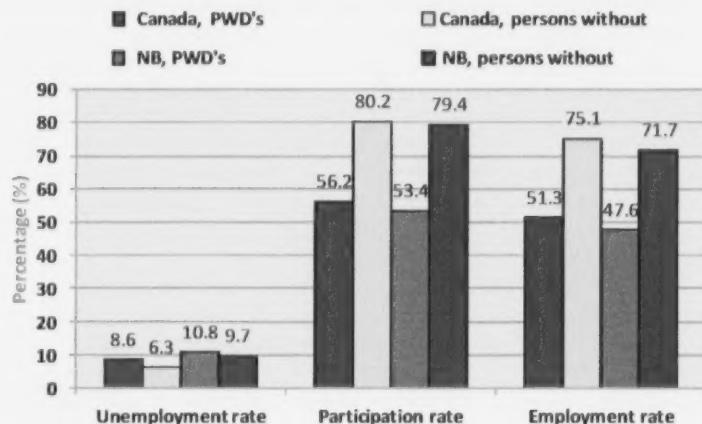


² Visible minorities are defined as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese and Korean.

Persons with Disabilities (15-64) Source: 2006 Census

- Persons with disabilities (PWD's) represent approximately 10.0% of the entire employed labour force in New Brunswick (33,790 of the 337,620 employed).
- PWD's in New Brunswick have a much lower labour force participation rate than persons without disabilities in New Brunswick (53.4% compared to 79.4%) and across Canada (56.2% compared to 82.0%).
- PWD's employment rates are significantly lower than persons without disabilities, with a gap of more than 26 percentage points (53.4% compared to 79.4%).
- PWD's have a higher unemployment rate than persons without disabilities, both in New Brunswick and across Canada.
- PWD's (33.5%) have a larger share with less than a high school diploma than persons without disabilities (23.2%); however, persons without disabilities (27.3%) have a larger share of those with a high school diploma as their highest level of schooling (compared to 23.4% for PWD).
- PWD's (13.0%) have a larger share of people with an apprenticeship/trades certificate than persons without disabilities (10.3%).
- Persons without disabilities (36.8%) have a much higher share of post-secondary credentials (certificate, diploma or degree) than PWD (29.3%).

Labour Force Characteristics of Persons with Disabilities



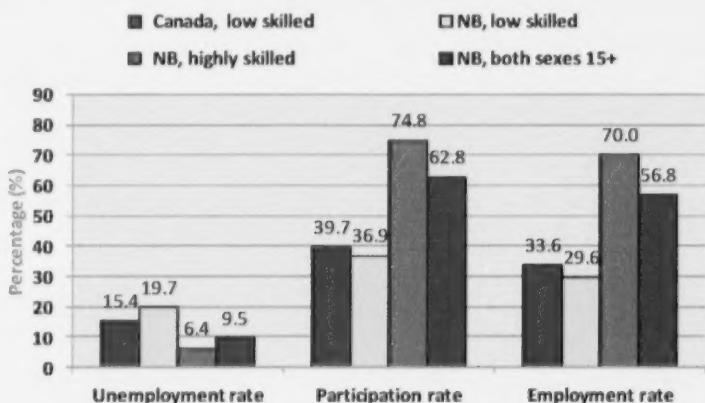
	NB PWD's, 15+	NB Persons without Disabilities, 15+
Population	70,950	423,670
Labour force	37,910	336,420
Employment	33,790	303,830
Unemployment	4,110	32,590
Not in labour force	33,040	87,250
Unemployment rate (%)	10.8	9.7
Participation rate (%)	53.4	79.4
Employment rate (%)	47.6	71.7

Low Skilled Workers

Sources: Statistic Canada, CANSIM Table 282-0004

- Low skilled workers (defined as individuals with less than a high school diploma), provincially and nationally, have much weaker labour market characteristics than the highly skilled population (those with a postsecondary certificate, diploma, or degree).
- Low skilled workers (19.7%) in New Brunswick have a much higher unemployment rate than the high skilled population (6.4%).
- The participation and employment rates of low-skilled workers are much lower than the high skilled population.
- New Brunswick has a larger share of working age individuals with less than a high school diploma (25.3%) than Canada as a whole (19.5%).
- Canada has a higher share of its working age population (52.7%) with post-secondary education credentials (certificates, diplomas or degrees) than New Brunswick (47.1%).
- The share of the working age population with some PSE is similar in New Brunswick and Canada.

Labour Force Characteristics of Low Skilled Workers



	Less than High School	Total - all levels of education
Population	156,800	619,400
Labour force	57,800	389,200
Employment	46,400	352,000
Full-time employment	32,200	294,700
Part-time employment	14,200	57,400
Unemployment	11,400	37,100
Not in labour force	98,900	230,200
Unemployment rate (%)	19.7	9.5
Participation rate (%)	36.9	62.8
Employment rate (%)	29.6	56.8